



IFALPA
The Global Voice of Pilots



Global Pilots' Symposium

*Paris,
3rd May 2012*

Symposium Agenda

0930 - 0945

Welcome & Introductions

Capt. Don Wykoff – President, IFALPA • Capt. Rene de Groot – Deputy President IFALPA

0945 – 1115

Global Pilots' Symposium - Session 1 - The expansion of Gulf carriers

There is nothing particularly new about the open skies concept – it has been around for decades. Likewise, there is nothing new about governments choosing to subsidize airlines. So why is the rapid growth of some Gulf region carriers different and what does it mean for the rest of the industry? The Gulf carriers model has centered on capitalizing on their geographic location to create an air transport hub complex like no other. A key ingredient in this model is a 'perfect storm' of well capitalized airlines whose governments have made the growth of the airline not only a part of its foreign policy but a cornerstone. Can the rest of the industry compete in what increasingly appears an unequal contest? And, if not, what must be done to "level the playing field"?

Moderator: Ron Abel - Associations of Star Alliance Pilots

Panelists: • Capt. Paul Strachan – President, Air Canada Pilots Association, • Capt. Lee Moak – President, Air Line Pilots Association, International, • Leo van Wijk – Head, Skyteam Alliance,

1115 – 1145

Networking & Break

1145 – 1300

Global Pilots' Symposium - Session 2 - Labour/Management relationship - the road to success or failure?

The airline industry's labour relations have a legacy that can often be characterized as contentious and adversarial. Deregulation and liberalization have provided consumers with more travel options than ever before, but the resulting competitive landscape over the last decade has left major legacy airlines with ever increasing challenges including their labour relationships. In today's environment, are airline labour relations a zero sum game or are there opportunities for mutual gains? How do some firms arrive at a mutually beneficial labour relations solution while others seem to knowingly pursue an acrimonious and ultimately destructive path? What tools are available to airline executives and labour leaders to transform a low trust and high-tension employment relationship, into one of sustainable trust, with the goal of enhanced performance, and profitability, that all stakeholders can share in.

Moderator: Capt. Tony Chapman – One World Cockpit Crew Coalition

Panelists: Capt. Evert van Zwol – President, VNV Dutch ALPA, • Douglas McKeen – Senior Vice President Labor Relations, United Airlines, • Capt. Barry Jackson – President, Australian & International Pilots' Association • Perry Cantarutti – Senior Vice President – Europe, Middle East and Africa, Delta Airlines

1300 – 1430

Networking & Lunch

1430 – 1600

Panel Discussion Three: Emerging Business Models

The last 20 years have seen a radical change in the structure of the airline business. Hub-and-Spoke, Point-to-Point models, the Gulf model, Global Alliances, Joint Ventures, low fare/low cost airlines and many large nationalized "Flag" carrier airlines on the brink of extinction. The airline industry continues to consolidate both on a regional and global scale. The last two decades have also seen the creation of a new type of airline – the global trans-national airline holding company. What are the contours of the global airline company of the future? Will the current global alliances eventually coalesce into a limited number of truly global airline companies? What trends are currently shaping the industry and airline of the future?

Moderator: Philippe Raffan – Title, SNPL France ALPA

Panelists: Capt Nico Voorbach – President, European Cockpit Association, • Bruno Matheu – Air France • Capt Peter Vinna – Chairman, Hong Kong Aircrew Officers' Association, • Max Kingsley - Jones – Editor, Airline Business

1600

Closing remarks

Capt. Rene de Groot – Deputy President IFALPA

1615

Close of Symposium

Panelist Biographies

Welcome & Introduction

Capt. Don Wykoff, IFALPA President

Captain Don Wykoff, a pilot for Delta airlines, serves his home association, the Air Line Pilots Association, International as Chairman of the Flight Time/ Duty Time and Strategic Planning Committees. As the chairman of ALPA's Flight Time/Duty Time Committee he is responsible for the development of scheduling guidelines and best practices for the mitigation of fatigue among pilots. He recently served as co-chair of the FAA's Aviation Rulemaking Committee charged with a complete overhaul of the FAA's Flight and Duty regulations. Captain Wykoff has held numerous ALPA leadership positions, including Executive Administrator for ALPA, International and negotiating committee chairman for the Delta MEC.



In addition to his ALPA duties, Captain Wykoff is also the President of the International Federation of Air Line Pilots' Associations (IFALPA). IFALPA represents over 100,000 airline pilots represented by over 100 Member Associations from around the world. The mission of IFALPA is to be the global voice of professional pilots, to promote the highest level of aviation safety worldwide and to provide representation, services and support to its Member Associations.

Hired by Delta in June 1988, Wykoff flies the B-767. He is a retired U.S. Air Force fighter pilot and graduated in 1979 from the University of Cincinnati with a Bachelor of Business Administration degree majoring in finance.

Captain Wykoff resides in Cincinnati, Ohio, with his wife Susan, and their two children.

Session One - The Expansion of Gulf Carriers

Moderator: Capt. Ron Abel, Executive Board Chairman, ASAP



Ron Abel has been an airline pilot for more than 30 years and has served in numerous roles at the Air Line Pilots Association, International (ALPA). He is currently the Executive Board Chairman of the Associations of Star Alliance Pilots (ASAP), comprised of the pilot unions and associations whose carriers form the Star Alliance. Ron has been involved as a principle actor in ASAP since its formation in 1997. Ron is also Chairman of ALPA's International Affairs Committee and a member of its International Task Force and Strategic Planning Committees.

Ron Abel served as an Executive Vice President and member of the ALPA Executive Council from 1990 to 1996. In that capacity he participated in the planning and development of the Association's Global Pilot Strategy. He has written extensively on a variety of international and globalization issues for Air Line Pilot, ALPA's official journal. He has delivered extensive presentations to a variety of audiences in North America, Latin America, Asia, and Europe covering the subject of global markets, network economics and the labor challenges pilots face globally.

Ron Abel started his airline career with Air Wisconsin in 1978 and moved to United Airlines in 1995. He currently flies the Boeing 747-400 and is based in Chicago. He earned a Bachelor of Arts degree from Western Illinois University and a Master of Business Administration degree from the University of Iowa.

Capt. Paul Strachan, President Air Canada Pilots' Association

As president, Captain Strachan represents Air Canada's pilots to governments and public agencies, other pilot associations and employee groups, media and a range of other stakeholders.

Through the office of the president, ACPA has been intimately engaged in matters of Canada's international air policy. ACPA's advocacy has, in significant part, led to Canada's maintenance of a principled stance in respect of access for foreign state-owned carriers and, most specifically, the Gulf carriers. ACPA believes that state-sponsored capacity dumping is a global threat and a matter of serious concern to the pilots of all member alliances.

Captain Strachan is a former Chair of ACPA's governing Master Executive Council and has also served as chair and member of several ACPA committees. He began his career with Air Canada in 1999 and has operated a wide variety of military and commercial aircraft over the course of his career. Captain Strachan is currently based in Toronto.

His term as President runs until December 31, 2012.



Leo van Wijk, CEO, SkyTeam Alliance



Leo van Wijk earned a Master's degree in Econometrics from the University of Amsterdam in 1971. He joined KLM Royal Dutch Airlines on May 1, 1971. He held various positions in Automation Services between 1971 and 1977, and from 1977 to 1982, worked in KLM's cargo division, where he was appointed Manager Cargo Handling in March 1979. In 1983, he was appointed both Manager Cargo Marketing and Deputy to the Vice President of KLM Marketing. This was followed by an appointment as Vice President of KLM Marketing on May 1, 1984.

On May 1, 1987, Leo was named to a new position as Deputy to the Senior Vice President of the Commercial KLM Group. He was then appointed Senior Vice President of Corporate Development on January 1, 1989.

In January 1991, he was appointed Managing Director of KLM and served as President and Chief Executive Officer from August 6, 1997 through April 1, 2007.

Since May 5, 2004, Leo has served as Vice-Chairman of the Board of Directors of AIR FRANCE KLM. In June 2007, he was also appointed as Chairman of the Governing Board of SkyTeam.

Capt. Lee Moak, President, Air Line Pilots Association, International

Captain Lee Moak is the ninth president of the Air Line Pilots Association, International (ALPA). He was elected by the union's Board of Directors on October 13, 2010, and began his four-year term on January 1, 2011.

"Our union has faced many challenges throughout its long history," said Captain Moak. "Our successes have been most evident when we have worked together for the common good. I look forward to working with the many talented ALPA pilots and union staff as we proactively engage with each and every party that has the potential to influence the careers and professional lives of the pilots we represent."

As ALPA's chief executive and administrative officer, Captain Moak oversees daily operations of the Association and presides over the meetings of ALPA's governing bodies, which set policy for the organization. He is also the chief spokesman for the union, advancing pilots' views in the airline industry, before Congress, Parliament, government agencies, and the news media.

As the ALPA president, Captain Moak is a member of the AFL-CIO Executive Council as well as the Executive Committee of the AFL-CIO Transportation Trades Department. He serves on the FAA NextGen Advisory Committee (NAC), which is made up of industry decision makers tasked with advising the administration on key-decision gates with regard to improving and modernizing the nation's aviation infrastructure.

A B-767 Delta Air Lines captain, Captain Moak joined ALPA in 1988. He served three terms as the chairman of the Delta Master Executive Council. His leadership in this capacity was crucial during Delta's bankruptcy recovery and successful merger with Northwest Airlines. Prior to becoming an airline pilot, the ALPA president served nine years as a United States Marine Corps fighter pilot. He later transitioned to the Naval Air Reserve Force to finish his military career as a U.S. Navy fighter pilot.

Captain Moak continues to expand the traditional role of labor union leader through a policy of "active and constructive engagement" with any and all parties who can affect the professional lives and careers of the pilots he represents—from local reporters to international media; from Main Street to Wall Street; from regulators to legislators; from other unions to industry leaders around the globe, ensuring ALPA pilots are involved and contributing.

Captain Moak is married and resides in New Orleans.



Session Two - Labour Management Relationship - The Road to Success or Failure

Moderator: Capt. Tony Chapman, Vice-President APA



Allied Pilots Association (APA) vice president Captain Anthony R. Chapman was hired by American Airlines in 1992, after flying for several regional airlines. He has flown the Boeing 727, 737, and 757/767, as well as the MD-80. Captain Chapman is currently assigned to fly the Boeing 737 domestically. At the Allied Pilots Association, in addition to vice president duties, Captain Chapman has done extensive Strike Preparedness Committee work.

He has represented member pilots at grievances and hearings. He also served as deputy chairman of the union's Strategic Planning Committee. Prior to his flying career, Captain Chapman served in the U.S. Army, where he was a military intelligence officer.

Based in Dallas/Fort Worth, Captain Chapman resides in Irving, Texas, and has one child.

Perry Cantarutti, Senior Vice President Delta Air Lines - Europe, Middle East, and Africa

Perry Cantarutti was promoted to the newly created position of senior vice president of Europe, Middle East, and Africa in March 2010. Based in Paris, Cantarutti is responsible for all of Delta's Europe, Middle East, and Africa commercial activities, including maximizing the long-term growth opportunities for Delta's joint venture agreement with Air France KLM Alitalia – the industry's leading trans-Atlantic alliance.

Prior to this, Cantarutti held the position of vice president of reservation sales and customer care at Delta Air Lines, having held a similar position, vice president of reservations sales and services, for Northwest Airlines since May 2006. He was responsible for the management of the airline's eleven North American offices and nine overseas offices, as well as customer care.



Cantarutti has served as managing director-marketing and distribution planning for Asia/Pacific since February 2002, and before that he was director-marketing and distribution planning.

Cantarutti joined Northwest in 1992 as domestic pricing analyst. He held key management positions within the airline's passenger marketing and international departments in Eagan, Minn. as well as in Northwest's Japan and Hong Kong offices.

Cantarutti holds a bachelor's degree from the University of California – Berkeley, and a master's of business administration from Northwestern University. Cantarutti also serves on the Northwestern University Transportation Center Business Advisory Committee.

Capt. Evert van Zwol, President VNV Dutch ALPA



Evert van Zwol is the President of the Dutch Airline Pilot Association VNV. He has been flying as a professional pilot with KLM Royal Dutch Airlines since 1990 and is currently a captain of a Boeing 777 aircraft.

After being involved several years in the KLM pilots' pension fund governance he became VNV's Vice-President in 2001. In that role he was responsible for the negotiations with all the companies whose pilots' VNV represents. The aftermath of the September 11th attacks on aviation and the merger of KLM and Air France were handled by VNV during that period. The experience from the long term relationship with the Northwest Airlines pilots was used by the VNV leadership in establishing production-sharing agreements between the Air France and KLM pilots and later also

when the joint venture with the merged Delta and Northwest came about.

In his present role Captain van Zwol is working with many other professional pilots' associations in trying to improve the presence of the pilots' opinion on relevant issues such as the European Emissions Trading Scheme, pilot unity, and the threat from the Gulf carriers. Captain van Zwol is married and has a daughter. He is living with his family in the outskirts of Amsterdam.

Capt. Barry Jackson, President AIPA

Captain Barry Jackson joined Qantas in 1987 as a Second Officer on the B747 Classic. Over the course of Barry's career with Qantas he has spent time on the B767, B744, A330, and is currently flying the A380.

Barry has spent a number of years as a training Captain, and completed a Bachelor of Aviation in 2006.

In 2002 Barry was elected to the Committee of Management of the Australian and International Pilots Association (AIPA) and held the positions of AIPA Assistant Secretary, Vice-President and Secretary prior to being elected as AIPA President in 2008.



AIPA represents over 2,500 Qantas Group technical flight crew in both domestic and international operations, AIPA is the largest professional body of airline pilots in Australia. AIPA is a professional Association and federally registered organisation representing pilots employed by the Qantas Group (currently Qantas Airways Limited, Jetstar Airways Pty Limited, Eastern Australia Airlines Pty Limited and Sunstate Airlines (QLD) Pty Limited) in airline operations within Australia and around the world.

AIPA seeks to advance the employment interests of its members and, to that end, represents individuals and the membership at large both in the workplace and in the broader aviation industry.

Doug McKeen, Senior Vice President Labor Relations United



Douglas McKeen is Senior Vice President Labor Relations for United, the world's leading airline.

In this role, McKeen is responsible for the development and implementation of the labor strategy, negotiation, and administration of all labor agreements governing United's represented employees, including the coordination of international bargaining.

Prior to joining United in March 2008 as Senior Vice President Labor Relations, McKeen was Senior Vice President of Employee Relations and Communications at ASTAR Air Cargo from 2006 to 2008. Before joining ASTAR, McKeen held several labor relations leadership roles at US Airways, Northwest Airlines, and America West Airlines. He was also a partner with Eclat Consulting, providing labor relations strategy and counsel to several airlines negotiating contracts with pilots, mechanics, fleet service, and agent personnel.

McKeen received a bachelor's degree in finance from the University of Iowa, and holds a juris doctorate from Hamline University School of Law. He is married and has two children.



Session Three - Emerging Corporate Structures

Moderator: Capt. Mike Pinho, Executive Administrator ALPA

Captain Mike Pinho, a pilot for Delta Air Lines, currently serves his home association, the Air Line Pilots Association, Int'l (ALPA), at the Delta Master Executive Council (MEC) as executive administrator, fulfilling chief of staff duties for the union's elected officers and the Delta MEC.

As the executive administrator for the Delta MEC, he is responsible for the daily operations of 30 committees representing the interests of 12,500 Delta pilots. He has served ALPA and the Delta pilots for over 10 years in various positions, including vice chairman of the MEC and Communications director. He also served two terms as chairman of the SkyTeam Pilots Association, representing over 30,000 professional pilots operating SkyTeam aircraft around the globe.



Hired by Delta in June 1987, Pinho flies the Boeing 767 internationally. He is a former U.S. Navy fighter pilot and graduated in 1979 from Holy Cross College with a bachelor's degree in accounting.

Captain Pinho resides in Fleming Island, Florida, with his wife, Kathleen, and their two children.

Bruno Matheu, Chief Commercial Officer, Air France & Executive Vice President, Marketing, Revenue Management and Network, Air France/ KLM



Bruno Matheu is a graduate of the Ecole Centrale de Paris. He began his career in 1986 with the French airline UTA, where he held the post of Research Engineer responsible for designing decision-aid tools for route management (traffic modelling, revenues, and costs).

He subsequently joined the "New Aircraft" team, responsible for aircraft performance studies, cabin layout design, and for managing the UTA Airbus A340 contracts.

Bruno Matheu was appointed Head of the Economic Planning Department in 1990.

He joined Air France in 1992, where he was in charge of economic analyses for the Scheduling Division.

He was appointed Vice President Scheduling in July 1995 and subsequently Vice President Network Management in September 1997, responsible for scheduling, pricing/yield management and regional partners (franchising and leasing).

Bruno Matheu has been a member of the Air France Executive Committee since April 1998.

He was appointed Executive Vice President, Network Management on April 2nd, 1998.

On January 1st, 2002, he was appointed Executive Vice President, Marketing and Network Management.

On January 1st, 2010, he was appointed Chief Commercial Officer. In addition to his Marketing, Revenue Management and Network responsibilities, he supervises the Commercial France and International divisions.

Bruno Matheu has been a member of the AIR FRANCE KLM Group Strategic Committee since May 2004 and is now a member of the AIR FRANCE KLM Executive Committee.

He was appointed Executive Vice President Marketing, Revenue Management & Network of AIR FRANCE KLM in October 2007. He chairs the AIR FRANCE KLM Commercial Committee.

He sits on the Board of Directors of Air France, Alitalia, Brit Air and CityJet.

Capt. Nico Voorbach, President European Cockpit Association

Captain Nico Voorbach started his career as a police officer in the Netherlands. In 1987 he became a police pilot with the Dutch National Police. In 1992 he joined KLM where he was promoted Captain in 1993. He is currently flying the 777.

In 1999, he became the Security Committee Chairman of the Dutch Airline Pilots' Association (VNV Dutch ALPA).

In 2001, just after the attacks of 9/11, he was elected as Vice Chairman of Security Committee at the International Federation of Airline Pilots' Associations (IFALPA), and in March 2009, he became Chairman. Nico Voorbach has been the natural Pilots' representative for security in Europe and worldwide (European Commission, Eurocontrol, ICAO, IATA, ACI, NATO, etc). From 2002 to 2011 he was the IFALPA observer at the ICAO AVSEC Panel. He was part of the ICAO working groups on Annex 17, In-Flight Security Officers, New and Emerging threats, Guidance Material and Training.



In February 2011, he was elected President of the European Cockpit Association (ECA), representing 38,650 pilots in 38 Member Associations. As President of the ECA he manages, with a high degree of autonomy, the organization as a whole. He is ultimately politically responsible for the Association as a whole and of its responsibilities, objectives, and activities. In the ECA board he is the executive board director responsible for aviation security, external relations, and legal issues. He represents the ECA vis-à-vis the Member Associations, European Institutions, and other relevant International Organizations.

Capt. Peter Vinna, Hong Kong ALPA



Captain Peter Vinna is the Chairman of the Hong Kong Aircrew Officers Association (HKAOA) and the President of the Aircrew Officers Association Executive Council (AOA Exco). In his role as AOA Exco President, he is tasked with trying to unify, coordinate, and direct three independent trade unions (AOA Australia, AOA Canada, and the HKAOA) who collectively represent 80% the pilots at Cathay Pacific. The approximate membership of each Trade Union is 1,700 members for the HKAOA, 180 members for AOA Australia and 150 members for AOA Canada.

Peter has been a pilot for Cathay Pacific Airways for the past 15 years. He is currently a Senior Captain on the B-777 and is based in Hong Kong. He has also flown the B-747-400. Prior to joining Cathay Pacific he flew for USA Jet Airlines, and prior to that as a Corporate and General Aviation pilot.

Peter has a degree from Embry Riddle Aeronautical University and attended classes at their Langley Air Force Base, Virginia, campus. Peter has served in his current elected representational positions for the past 19 months. Prior to becoming Chairman of the HKAOA he served two terms as the Vice President Administration for the HKAOA, and prior to that he served on the HKAOA General Committee. In these positions Peter has gained invaluable experience working with and negotiating with Cathay Pacific management. Peter originally hails from Sweden but has been living in the US and Hong Kong most of the last 20 years. He is married and has a 13 year old son.

Max Kingsley-Jones, Editor Airline Business/Flightglobal

A recipient of the prestigious Royal Aeronautical Society's Aerospace Journalist of the Year award, Max Kingsley-Jones has been editor of industry magazine Airline Business since December 2010, and is also responsible for the airline news content on Flightglobal's online products. He previously spent 14 years with Flight International magazine, ultimately serving as Deputy Editor.

Prior to joining Flight, Max spent 10 years working in various roles at UK aviation consultancy Airclaims, which is now Ascend and a division of Flightglobal. The move to Airline Business followed a short spell with Aviation Week magazine as London bureau chief during 2010.



